Regd. No. II-27—37,004—18-11-46.

Dept (1946) Department.

MS SERIES.

G.O. No. 2620

Dated 6 7 46

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Expdt

[Despatch Abstract.]

Factories Exemption - Holidays with Pay - The Basel Mission Press - Mangalore - Exemption from chapter IV-A of the Act - Granted.

From

C. K. Vijayaraghavan Esq. I.C.S.,
Commissioner of Labour and
Chief Inspector of Factories,
Chepauk, M A D R A S.

To

The Secretary to Government,
Development Department,
M A D R A S.

44147

No. B. 1048/46 Dated 30 JUN 1946.

Sir,

Sub:- Factories - Holidays with pay - Exemption under section 49-G of the Factories Act - The Basel Mission Press, Mangalore - Recommended.

1) I send herewith copies of the old and the new leave rules received from the manager of the Basel Mission Press, Mangalore, in respect of the workers employed in the Press.

2) The Secretary of the South Kanara Press Workers' Union, Mangalore, in his letter dated 15-6-46 (copy enclosed) states that the leave with pay required under the Factories Act should be in addition to the usual festival holidays with pay, and that all the workers in the printing presses should be granted 15 days casual leave with full pay, 10 days privelege leave with full pay, sick leave with full pay for one month and another month with half pay and leave on all Government holidays. These claims of the Union cannot be supported.

P. T. O.

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3) As the number of holidays with pay and other benefits provided for the workers of the factory are substantially similar to those provided for in chapter IV-A of the Factories Act, I recommend that the Basel Mission Press, Mangalore, be exempted from the provisions of chapter IV-A under section 49-G of the Factories Act.

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2/2 G. J. Clerk,

For Commissioner of Labour and
Chief Inspector of Factories.

MP/27-6.

Copy of letter dated 15th June, 1946 from the Secretary, The South Kanara Press Workers' Union, Mangalore, to the Chief Inspector of Factories, Chepauk, Madras.

Sub:- Factories (Amendment) Act, 1945 - Holiday with pay - Grant of - Basel Mission Press, Mangalore.

Ref:- Your office letter No.1048/46, dated 22-4446 and the reminder dated 4-6-46.

(not filed)

Under the provisions of the Factories (Amendment) Act, 1945 adults are entitled for ten days' and children for fourteen days' holiday with full pay. The leave rules of thd Basel Mission Press, Mangalore, referred to us, provides only 7 days' for adults and 10 days' for children and adolescents.

Holidays for Christian festivals are special holidays and those as under the Factories (Amendment) Act, must not be reduced on account of them.

Our Union urges that all the workers in Printing Presses must be given:

X
(a) 15 days casual leave with full pay;
(b) 10 days privilege leave with full pay;
(c) one month's sick leave with full pay and one month's with half pay; and
(d) leave on all Government holidays.

3/8/46

S.C.I.R

Leave Rules - (Old)

After Employees have been in the employ of the Press for one year, They be entitled to seven working days' privilege leave with full pay for su in addition to the holidays for Christian Festivals such as New Year's Epiphany, Good Friday, Ascension, Harvest Festival, Mission Festival, Day, etc which shall also be paid in full.

BASEL MISSION PRESS.

Ag. Manager.

Leave Rules.

1. Every worker who has completed a period of twelve months' continuous service (A worker shall be deemed to have completed a period of 12 mon continuous service notwithstanding any interruption in service during 12 months brought about by sickness, accident or authorised leave not ceeding ninety days in the aggregate for all three, or by a lock-out, by a strike which is not an illegal strike or by intermittent periods involuntary unemployment not exceeding thirty days in the aggregate; authorised leave shall be deemed not to include any weekly holiday al under section 35 which occurs at the beginning or end of an interupti brought about by the leave) shall be allowed during the subsequent pe of twelve months, holidays for a period of seven, and if a child or a scent for a period of ten working days, in addition to the holidays f Christian Festivals, such as, New Year's Day, Epiphany, Good Friday, Ascension, Harvest Festival, Mission Festival, Christmas, which are rally seven in number.

2. Every worker must take seven days leave at a stretch and every chi adolescent 10 days at a stretch.

3. Every worker will be paid in full during all the above holidays.

4. If a worker entitled to the above holidays is discharged by the man before he has been allowed the holidays, the management shall pay h amount payable in respect of the holidays to his credit.

5. If a worker fails in any one such period of twelve months to take th of the holidays allowed to him, any holidays not taken by him shall to the holidays to be allowed to him in the succeeding period of twe months. The total number of Holidays which may be carried forward to succeeding period shall not exceed 7, or in the case of a child or a scent 10.

6. A worker who has been allowed 7 days holiday, and a child or adolesc who has been allowed 10 days holiday, shall, on application to the M before his holidays begin, be paid half the total pay due for the pe of holidays.

BASEL MISSION PRESS,

Ag. Manager

6/7 6/7 6/7 6/7 (C. No 44147 PI/46) Development Department. 9

Sub:- Factories - Exemption - Holidays with pay - The Basel Mission Press, Mangalore

Exemption from Chapter IV-A of the Act - Granted.

Ref:- Rpt-2C. Letter from the Coy. No B. 1048/46 dated 25-6-46

G.O.Ms.No. 2620 DATED. 6/7/46

Whereas the leave rules of The Basel Mission Press, Mangalore provide for the grant of holidays with pay to their workers, who have completed twelve months' continuous service, as laid down in the Explanation to section 49-B of the Factories Act, 1934 (Central Act XXV of 1934), during the succeeding twelve months, at the rate of

(1) ten days to every adult worker, one of the instalments of holidays being not less than seven days in

Proviso 1 on Page 7 C.F

Page 27 Madras Factories Manual Rule No 85

Provisos 1 and 2 on Page 7 C.F

Period should be on Page 1 c.f

in duration and

(2) fourteen days to adolescents between the ages of 15 and 17, who have not been granted a certificate of physical fitness, one of the instalments of holidays being not less than ten days in duration;

children between the ages of 12 and 15 and

And whereas H.E. the Governor of Madras is satisfied that the leave rules applicable to workers in the said factory provide benefits substantially similar to those provided for in Chapter IV-A of the said Act,

Now, therefore in exercise of the powers conferred by Sec. 49-G of the said Act, H.E. the Governor of Madras, hereby exempts the Basel Mission Press, Mangalore from the provisions of Chapter IV-A of the said Act.

Dd 9/13/5/46 Rs 4-11-0.

To the Commissioner of Labour & Chief Inspector of Factories, Madras.

Copy to the Government of India, Dept. of Labour, New Delhi.